

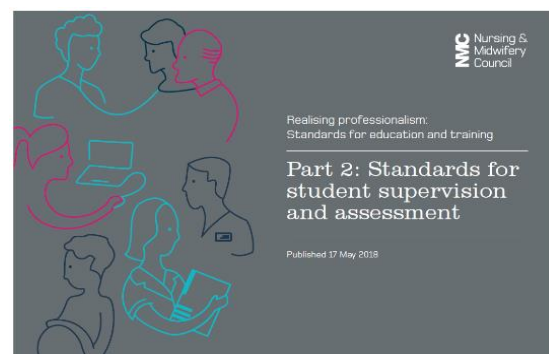
### Key Information for Staff Regulated by the Northern Ireland Social Care Council (NISCC) Supporting Nursing and Midwifery Students in Practice

Members of Multi-disciplinary teams (MDT), including those registered with the Northern Ireland Social Care Council (NISCC), have always supported nursing and midwifery students to learn and develop their skills and competencies in practice. This sharing of knowledge and expertise enables students to gain an insight and appreciation into the various roles of the MDT and how we all contribute to the delivery of safe and effective care.

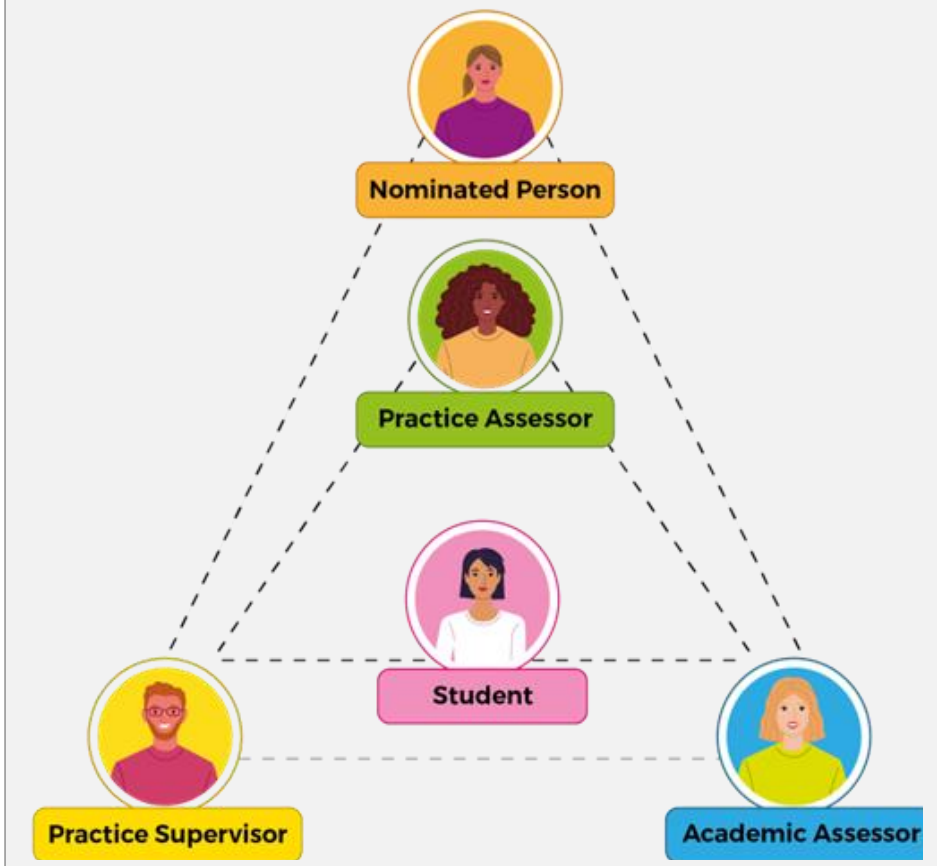
In 2018 the Nursing and Midwifery Council published the Education standards, this included [the Standards for Student Supervision and Assessment \(SSSA\)](#) which recognise the valuable contribution NISCC registrants play in supporting and/or supervising nursing and midwifery students in practice. This may be in the role of a nominated person or practice supervisor.



These NMC Standards outline various roles that staff might undertake while supporting and or supervising nursing and midwifery students in practice as outlined in diagram 1 overleaf (for more information see the link above). NISCC registered staff will also need to adhere to their own standards in any collaborative practice/development of others.



**Diagram 1: Roles in Student Supervision and Assessment**



All of the above individuals will work together to ensure safe and effective practice learning experiences for the student which upholds public protection and safety.



The nominated person for each practice learning environment will normally be the ward sister/charge nurse/team leader/registered manager.



All NMC registered nurses and midwives are capable of supervising students and serving as role models for safe and effective practice.

**NISCC** registered staff who have received the appropriate preparation may also fulfil this role.



All NMC registered nurses and midwives are capable of being a practice assessor and will have completed a preparation programme and evidenced that they meet the NMC Education Standards (2018) outcomes for the role.

**Link lecturer /practice tutor**

Northern Ireland's three universities operate a link lecturer/practice tutor system with an identified member of staff allocated to each practice learning environment who is the regular point of contact for the student and the practice learning environment



The academic assessor will be an affiliated member of staff from the student's university and a registered nurse or midwife. *\*Can be another healthcare professional in certain circumstances e.g. Nursing and Midwifery Prescribing*

**Practice Education Team**

Each HSC Trust has a Practice Education Team to provide professional support, advice and guidance to the nominated person, practice supervisors and practice assessors within the HSCTs. The universities will provide support to independent and voluntary sector.

## **Practice Placement Environment Educational Audit**

A Practice Learning Environment Educational Audit is undertaken to determine if an area has the capacity, facilities and resources in place to support students. As part of this process, the nominated person, the link lecturer/practice tutor, and where applicable (within HSCTs) the Practice Education Facilitator will be named. In addition, the available number of practice supervisors and practice assessors in the area will be identified.

The Educational Audit will also provide a brief introduction to the practice learning environment including an overview profile of the individuals who will use the service and the learning opportunities that will enable students to meet the NMC communication and relationship management skills and nursing and midwifery procedures. This may also include other learning opportunities which are aligned to this experience.

### **What will this mean in practice for NISCC staff?**

- Students will continue to work with and learn from a range of people who will positively contribute to their learning, but may not be NMC registered (SSSA 2018). To that end students will continue to have practice learning experiences (PLE) within residential, day-care or domiciliary care settings.
- Students will maintain contact with their link lecturer during their PLE, who is contactable via the university.
- Nursing students will have a printed or electronic Northern Ireland Practice Assessment Document (NIPAD) reflective of their field of practice, and Midwifery students will have printed or electronic Midwifery Ongoing Record of Achievement Document (MORA). These assessment tools are used to record the students' learning and development in practice, and a means of identifying the learning outcomes the student expects to achieve during their PLE. These will be individual to the stage and programme the student is undertaking and will be clearly documented in their NIPAD/MORA. In line with SSSA (2018) the practice supervisor can provide, organise and tailor such learning opportunities for the student and contribute to the NIPAD/MORA.
- The student is expected to seek out learning opportunities and share their learning objectives with the practice supervisor. They in turn will arrange learning opportunities to support and enable students meet their learning objectives.
- The practice supervisor will work alongside the student and observe their practice and performance at times during their practice learning experience.
- The Practice Supervisor will authenticate student learning in the students' NIPAD/MORA verifying when the student demonstrate skills linked to the specific learning objectives to an appropriate level related to their learning outcomes and the stage of their education.
- During the student's practice learning experience the practice supervisor will regularly provide the student with effective feedback on their achievements, proficiencies and overall conduct. This will be recorded in the student's NIPAD/MORA and if required feedback will be given to the student's NMC registered practice supervisor, practice assessor, link lecturer or academic assessor where professional concerns or issues have been raised. The practice assessor will seek feedback from the practice supervisor/s to inform the student assessment

**Learning experiences particular to residential/social care settings may include opportunities to:**

- develop a range of knowledge and skills in verbal and non-verbal communication skills and other care practices
- make reasonable adjustments when necessary in order to communicate, provide and share information, deliver care in a manner that promotes optimum understanding and engagement and facilitates equal access to high quality care
- ensure that people of all ages with a range of mental, physical, cognitive and behavioural health challenges, including their families and carers are actively involved in, and understand, care decisions
- develop a range of skills in nursing and midwifery procedures as outlined in the NIPAD/MORA e.g.

**Nursing - NIPAD**

- supporting a person with their nutritional requirements
- managing and maintaining personal hygiene
- medication management
- positioning, safe handling and prevention of immobility complications
- wound management
- assessment of how clients are admitted to the area, planning, implementing and recording care
- enteral nutrition e.g. NG/PEG tube insertion and management
- basic life support

**Midwifery - MORA**

- collaborating effectively to support women with complex psychological circumstances and mental illness including alcohol, drug depression and anxiety
- arranging a safe environment and appropriate support if acute mental illness, violence or abuse is identified
- assessing mental health and well-being through discussion about appetite, energy levels, sleeping pattern, ability to cope with daily living, mood, anxiety and depression and family relationships
- implementing care that meets the woman's psychological needs after birth through ongoing assessment, support and care for all aspects of the woman's mental health and well-being, encouraging referral if there are concerns about the partner's mental health

**Resources available which may support you for the role:** There are a wide range of resources available online via the [NIPEC FNFM website](#) on the [NIPEC FNFM Resource page](#) and [the Health and Social Care Learning Centre](#) including:

1. A Guide for those Responsible for Student Supervision and Assessment in Practice is available on [NIPEC FNFM Resource page](#) and is in draft until all NMC programmes have been approved
2. Raising and escalating concerns flowchart (in the above document, Appendix 2)
3. Health and Social Care Learning Centre Programmes: *(log in to your [HSC Learning Centre account to view](#))*
  - a. The Fundamentals of Supervision and Assessment Programme
  - b. FNFM Practice Supervisor Practice Assessor Transitioning Programme
  - c. FNFM Practice Supervisor Practice Assessor New to Role Programme
4. Standards Student Supervision and Assessment (SSSA) 2018 Frequently asked questions trifold leaflet available on [NIPEC FNFM Resource page](#): a fact sheet with frequently asked questions and answers to support staff as they take on the new role
5. Practice Supervisor Practice Assessor Fact Sheet available on [NIPEC FNFM Resource page](#): a fact sheet with key information to support staff as they take on the new roles.
6. Practice Education Teams within each HSC Trust and the Link Lecturer are available to provide support, advice and guidance to the nominated person, practice supervisors and practice assessors and will support students to ensure that the NMC Education Standards (2018) are met including the SSSA. For Example, the delivery of the SSSA Awareness Programme workshops for Staff regulated by NISCC will be delivered via the Practice Education Teams within each HSC Trust and the University Link Lecturers.

**Appendix One: Roles and Responsibilities Matrix for Social Care, Independent and Voluntary Sector Staff Supporting Students**

Role	Can this person undertake role of:		What Preparation is required	Level of responsibility	Can contribute to NIPAD /MORA	Who can support this person in their role?
	Practice Supervisor	Practice Assessor				
<b>Registered Nurse / Midwife</b>	Yes <sup>1</sup>	Yes <sup>2</sup>	Practice Assessor Preparation Programme	Registered Nurse /Midwife is responsible for oversight of learning opportunities supported by the link lecturer	Yes	<ul style="list-style-type: none"> <li>• Senior Social Care Support worker</li> <li>• Social Care Support worker</li> <li>• Day care worker</li> <li>• Supported living worker</li> </ul>
<b>Registered Social Worker</b>	Yes	No	Practice Supervisor preparation programme	Registered Social Worker is responsible for oversight of learning opportunities supported by the link lecturer	Yes	<ul style="list-style-type: none"> <li>• Senior Social Care Support worker</li> <li>• Social Care Support worker</li> <li>• Day care worker</li> <li>• Supported living worker</li> </ul>
<b>Social Care Manager</b>	Yes	No	Practice Supervisor preparation programme	Social Care Manager is responsible for oversight of learning opportunities supported by the link lecturer	Yes	<ul style="list-style-type: none"> <li>• Senior Social Care Support worker</li> <li>• Social Care Support worker</li> <li>• Day care worker</li> <li>• Supported living worker</li> </ul>
<b>Social Care Support Worker/ Senior Social Care Support Worker</b> with a NISCC Level 5 Management Induction qualification or equivalent	Yes	No	Practice Supervisor preparation programme	Social Care Support Worker/Senior Social Care Support Worker with a NISCC Level 5 Management Induction qualification or equivalent is responsible for oversight of learning opportunities supported by the link lecturer & manager	Yes	<ul style="list-style-type: none"> <li>• Senior Social Care Support worker</li> <li>• Social Care Support worker</li> <li>• Day care worker</li> <li>• Supported living worker</li> </ul>
<b>Social Care Support Worker*</b>	No	No	None	The Practice Supervisor is responsible for oversight of learning opportunities supported by the link lecturer	No	<ul style="list-style-type: none"> <li>• Senior Social Care Support worker</li> <li>• Social Care Support worker</li> <li>• Day care worker</li> <li>• Supported living worker</li> </ul>

<sup>1</sup> & <sup>2</sup> Cannot be a Practice Supervisor and Practice Assessor for the same student but can undertake the same role for different students at the same time

**Notes section:**

- As outlined in the NI Model for SSSA, the Practice Assessor will undertake the initial progress and final review over the practice learning experience or series of practice learning experiences.
- Although registered nurses (RN) work in some social care settings, their 'role' / title can be senior support worker. If the person is a RN, on the NMC Register, they may act as a PS & PA. However, if they are no longer on the NMC register and a Social Care Worker on the NISCC register they cannot act as PA.
- Social Care Support workers with a NISCC Level 5 Management Induction qualification OR equivalent can be a Practice Supervisor, with support from a Link Lecturer, and can contribute to the students NIPAD/MORA.
- Social Care Support staff with a BSc Hons. Nursing, rather than NISCC Level 5 and who are not on the NMC register, can support students in practice, however they cannot act as a Practice Supervisor or Practice Assessor. In these cases the position on the NISCC Register is what will be considered.
- Social care support workers\* may hold a variety of titles and may work in a variety of social care settings. For example, in day care, supported living, domiciliary care.
- The Registered Nurse Manager, Register Social Work Manager and Social Care Manager can contribute to the student's NIPAD/MORA

**Appendix Two - Escalating Concerns/Issues Regarding a Student in Practice Learning Environments**

